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**For more information on the Committee,**  
access the NCRLC web site at: [http://  
www.aphis.usda.gov/animal\\_health/ncrlc/](http://www.aphis.usda.gov/animal_health/ncrlc/).  
Contact members via e-mail listed on the  
members page or telephone the Chair, Dr.  
Carol A. Belzer directly at 515-663-7508.



*Animal and Plant Health  
Inspection Service  
Veterinary Services*



*National Civil Rights  
Leadership Committee*



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[www.aphis.usda.gov/animal\\_health/ncrlc/](http://www.aphis.usda.gov/animal_health/ncrlc/)

# National Civil Rights Leadership Committee

## What is the VS NCRLC?

The Veterinary Services National Civil Rights Leadership Committee (VS NCRLC) was

established in January 2000, by Dr. Alfonso Torres, VS Deputy Administrator, to foster a spirit of cooperation, mutual respect and trust, and foster true equality of opportunity for VS employees, program beneficiaries, and stakeholders.



The NCRLC fosters a spirit of unity among employees

## Purpose

The purpose of the VS NCRLC is to provide leadership and guidance in developing a national approach to Civil Rights program implementation within VS.

## Mission

To foster a cooperative, constructive working environment in VS and to develop means to implement the Department's civil rights goals and objectives.

The mission will be carried out by:

- Developing national Equal Employment Opportunity/Civil Rights (EEO/CR) initiatives with organization-wide benefits.
- Evaluating and monitoring VS progress in implementing the VS Civil Rights Strategic Plan.
- Interfacing with local and regional EEO/CR Advisory Committees.

## NCRLC on the Internet

The NCRLC home page URL is: [www.aphis.usda.gov/vs/ncrlc/](http://www.aphis.usda.gov/vs/ncrlc/). It contains information on the efforts of the Committee, current issues, members and the regions they represent, our charter and various other links to EEO/CR sites inside and outside the agency.

In keeping with the spirit and the intent of VS's Executive Team's vision on Civil Rights implementation, the NCRLC encourages you to use the site to convey issues or concerns to the Committee. Our success depends on this two-way information exchange. As local EEO/CR Committees develop their own web pages, we will provide links to them as well.

## Committee Membership

Committee members are selected through an application process to serve a two-year term. The core membership of the committee is comprised of three officers and seven regular members. Any permanent fulltime VS employee may apply to volunteer as a member of the Committee when vacancies occur.

## Officers

**Chair:** Dr. Carol A. Belzer  
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**Secretary:** Dasheba Williams  
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